

PLOTINA

Promoting gender balance and inclusion
in research, innovation and training

What are we doing?

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National Institute of Chemistry

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OVERALL OBJECTIVE

to enable the development,
implementation and assessment of
individually tailored Gender Equality
Plans (GEPs), with innovative and
sustainable strategies for the Research
Performing Organizations (RPOs)
involved

DURATION: 4 years (beginning: 1st February 2016)

CONSORTIUM:

University of Bologna (Italy) - coordinators

University of Warwick (Coventry, Great Britain)

National Institute of Chemistry (Ljubljana, Slovenia)

Lisboa School of Economics and Management (ISEG), (Lisboa, Portugal)

Mondragon University (Mondragon, Spain)

Ozyegin University (Istanbul, Turkey)

Centre for Social Innovation GmbH (Vienna, Austria)

JUMP forum (Brussels, Belgium)

Elhuyar Consultancy (Usurbil, Spain)

Centro Studi Progetto Donna e Diversity MGMT (Bologna, Italy)

+ Advisory Body

NIC'S PROJECT GROUP:

Jasmina Štiftar, Katarina Mušič,

assist. prof. dr. Franci Merzel, assoc. Prof. Marta Klanjšek

Gunde, prof. dr. Nataša Zabukovec Logar, Nina Pohleven



MOTIVATION FOR APPLICATION

- project GENIS LAB (FP7)
- partners – exchange of best practices
- Gender equality issues in RPOs



- organisational practices and culture
- ways of assessing merit (unconscious bias in assessing excellence)
- wasted opportunities in innovation because of gender inequality



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GENDER EQUALITY AT THE NATIONAL INSTITUTE OF CHEMISTRY (?)

300 EMPLOYEES (31th March 2016)

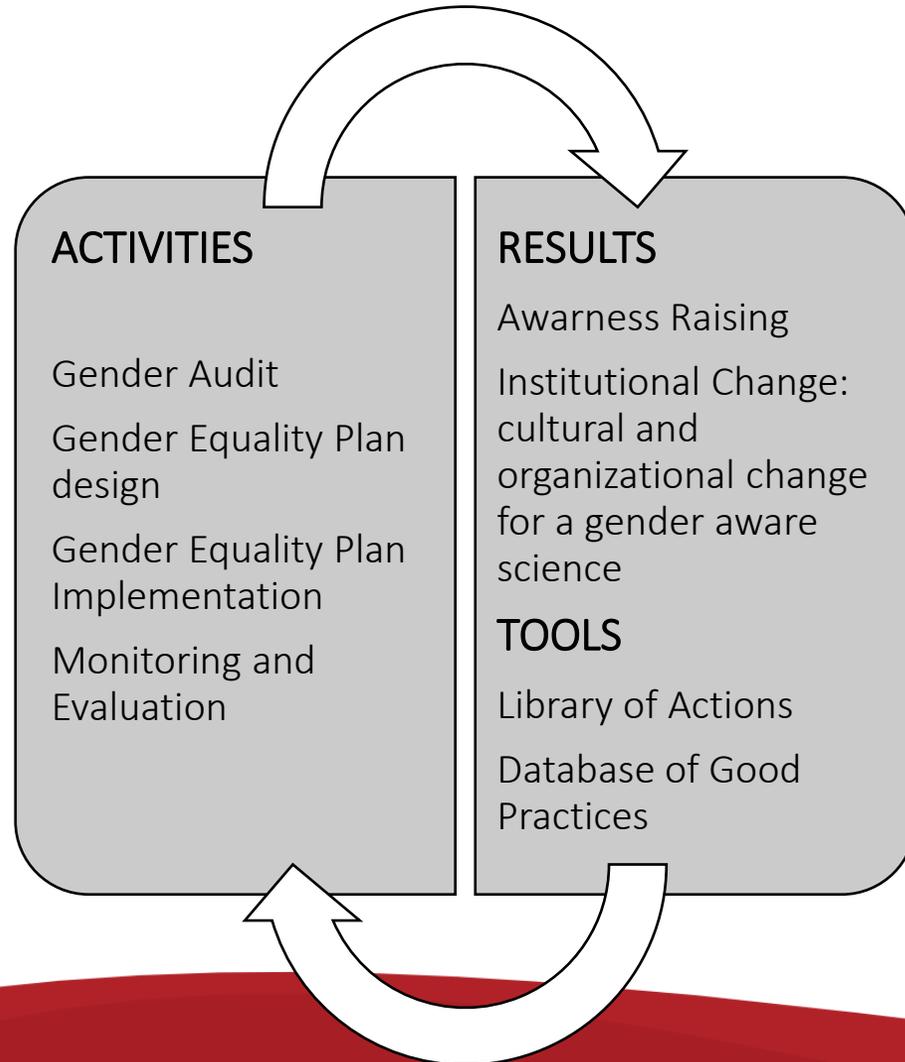
	M	F
Governing board	5	0
Director	1	0
Scientific Council	7	3
General Sector	10	23
Research Sector	125	142
Heads of Departments	12	5
Career progression from year 2011	62	39
New employments from year 2011	98	125

PROJECT COOPERATION

	M	F
NATIONAL FUNDING (AVERAGE COMPOSITION OF RESEARCH TEAMS IN 2015)	137	159
EUROPEAN FUNDING (AVERAGE COMPOSITION OF RESEARCH TEAMS IN 2015)	21	18
in3		X
TOLLerant	X	
MefCO2	X	
PLOTINA		X
ADREM	X	
HELIS	X	
FReSMe	X	
NanoRestart	X	
NextBioFarm	X	
LiRichFCC	X	



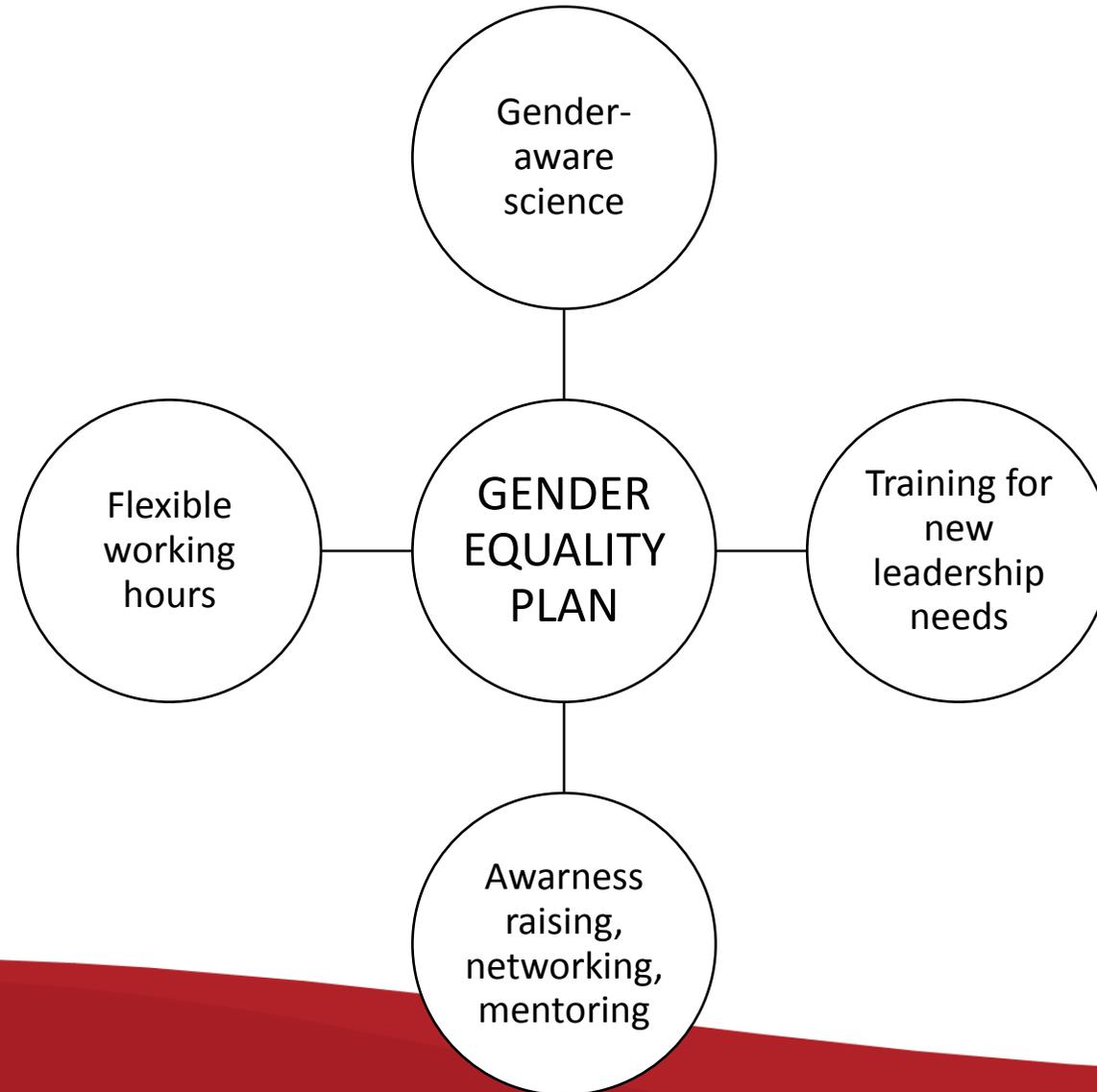
MAIN ACTIVITIES AND RESULTS



FOCUS AREAS

- Governance and Key Actors
- Recruitment, Selection and Career Progression
- Work-life Balance
- Researchers and Research: Assessment and Evaluation for Selection, Promotion and Funding
- Sex and gender in study curricula

MAKING RESULTS USEFUL – WHAT CAN WE DO?





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Thank you
for your attention



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